

UKG



# UKG WORKFORCE ACTIVITY REPORT

April 2023





# Strongest April for shift work since 2019

Strength points to more positive momentum than market may be expecting

By analyzing weekly employee shift work trends across 35,000 U.S. businesses and 4.2 million people, this index provides directional insight into the health of the frontline working economy.

See all historical weekly reports at [UKG.com/WorkforceActivityReport](https://UKG.com/WorkforceActivityReport).



Shift work declined -0.2% in April 2023

# Executive summary

April 2023



## Mid-month shift growth

0.3%	November
-2.9%	December
0.0%	January
-0.5%	February
-1.6%	March
-0.2%	April



## Shift growth by company size

-0.8%	<100
-0.1%	101-500
-1.4%	501-1,000
2.1%	1,001-2,500
0.5%	2,501-5,000
2.5%	>5,000



## Workforce Recovery Index

96.2	November
92.9	December
93.4	January
92.6	February
95.1	March*
96.4	April



## Shift growth by industry

0.7%	Retail, food service, & hospitality
0.6%	Healthcare
-0.4%	Manufacturing
-0.5%	Services & distribution

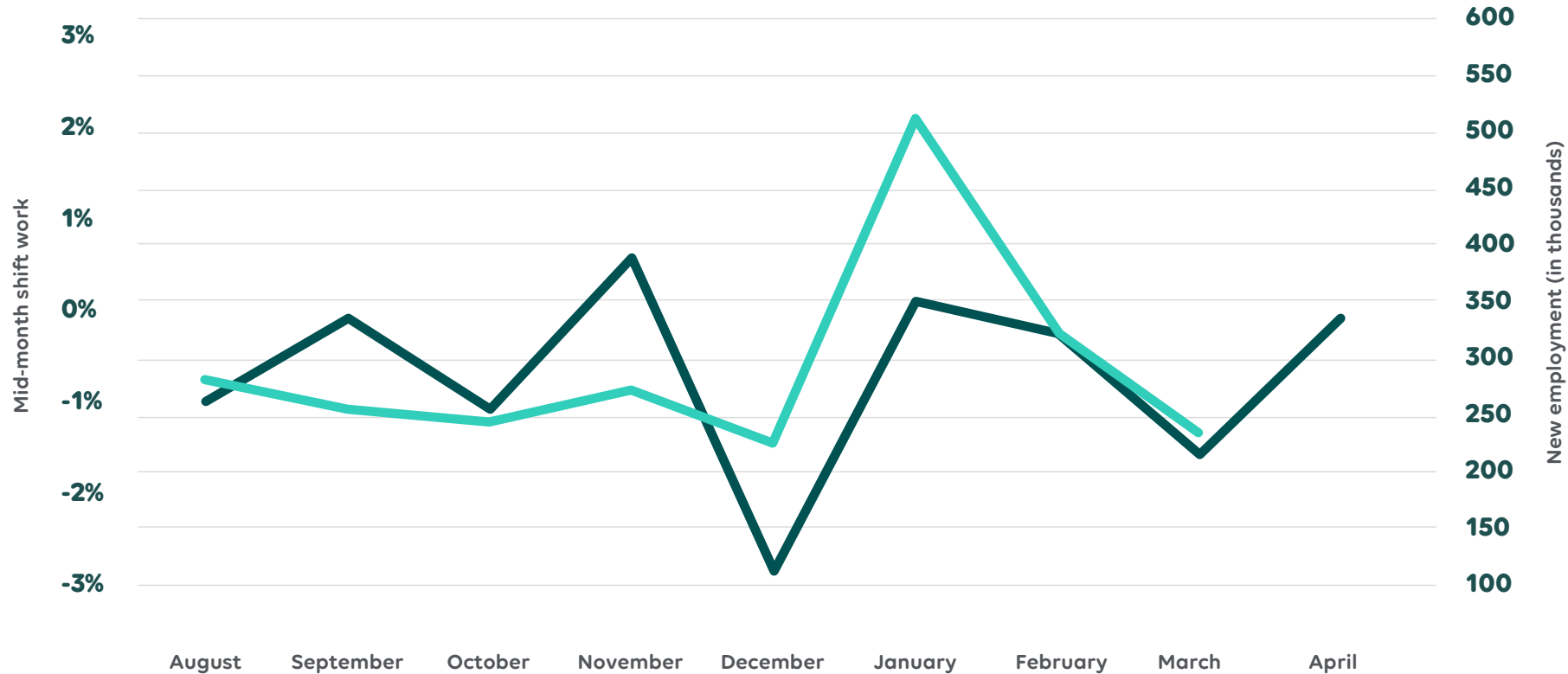


## Resilient labor market showing strength

"It's surprising. The labor market continues to be resilient. April shift work displayed its strongest performance since 2019, prior to the pandemic. We're relatively confident there will be a bump in new job creation this month compared to the past."

**Dave Gilbertson**  
Vice President and Labor Economist, UKG

## Workforce activity and job creation: Tracking shift levels during the mid-month week



- UKG Shifts Worked
- BLS New Employment (in thousands)



Workforce activity declined -0.2% in April

High-frequency UKG® shift data correlates each month with new employment gains reported by the U.S. Department of Labor — providing an indication of the direction of jobs recovery. The UKG data often comes into even closer alignment following ensuing Department of Labor revisions.

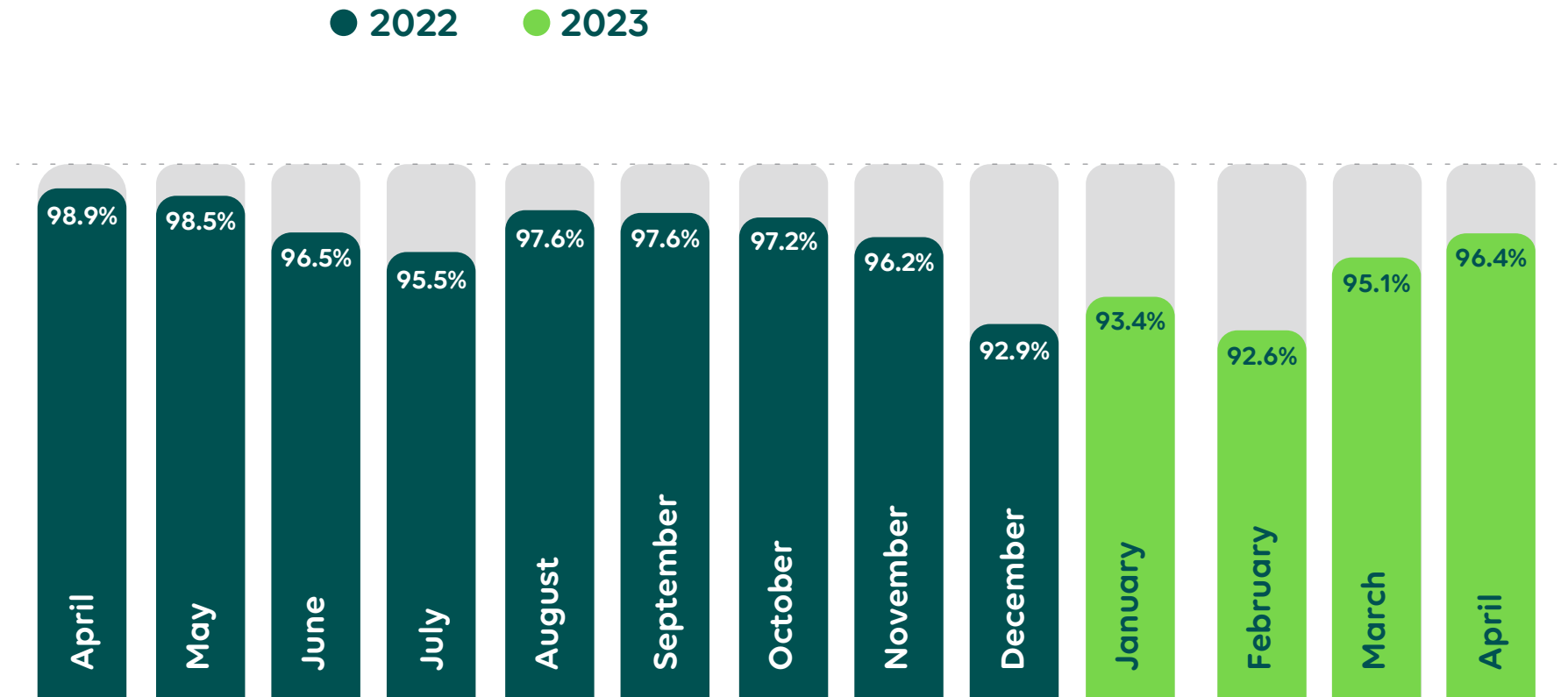


The UKG Workforce Recovery Index for April is 96.4

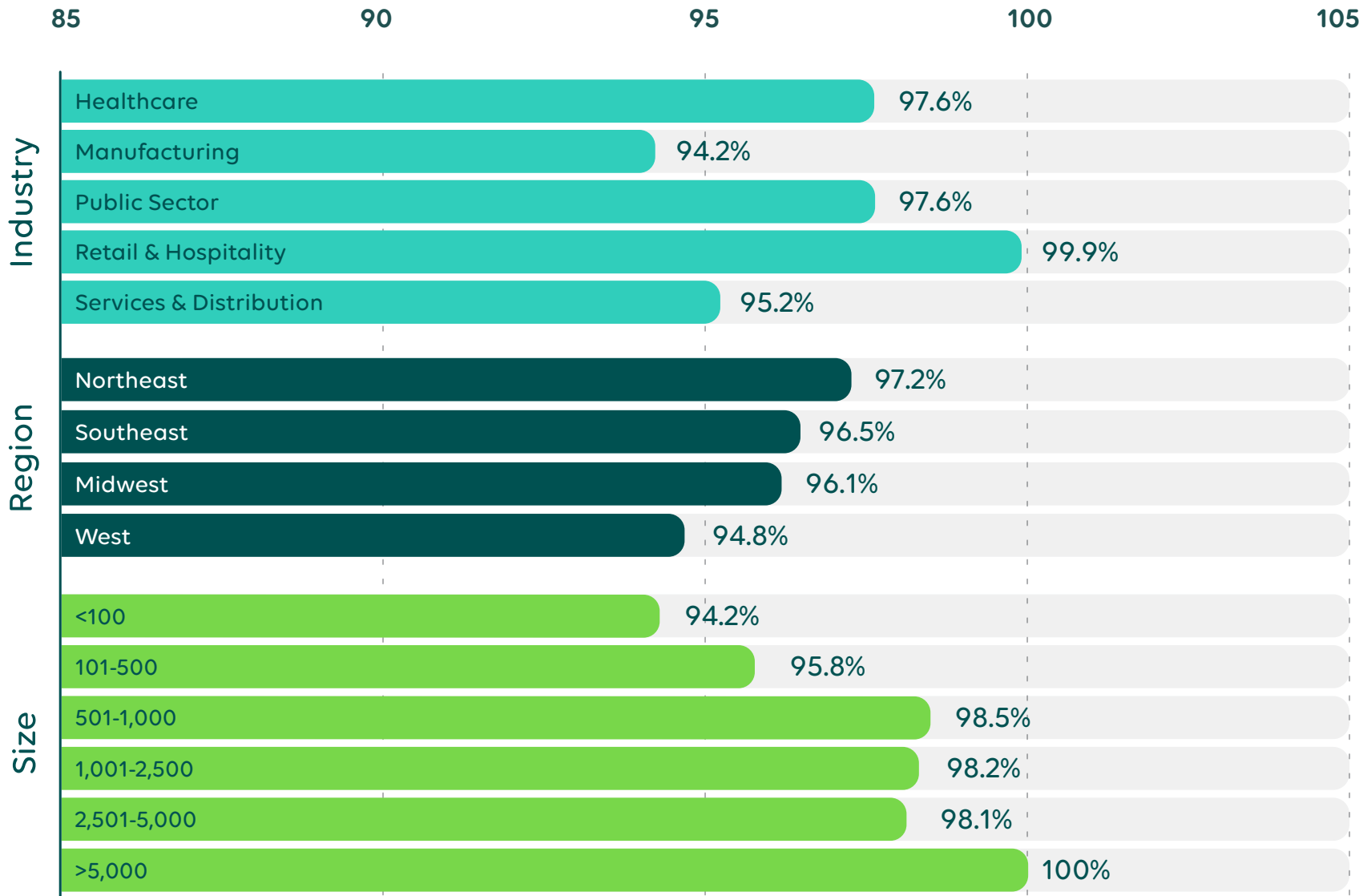


The UKG Workforce Recovery Index is a rolling 12-month scale that measures workforce activity levels at U.S. businesses. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

## UKG Workforce Recovery Scale



# UKG Workforce Recovery Index



Strongest April since 2019

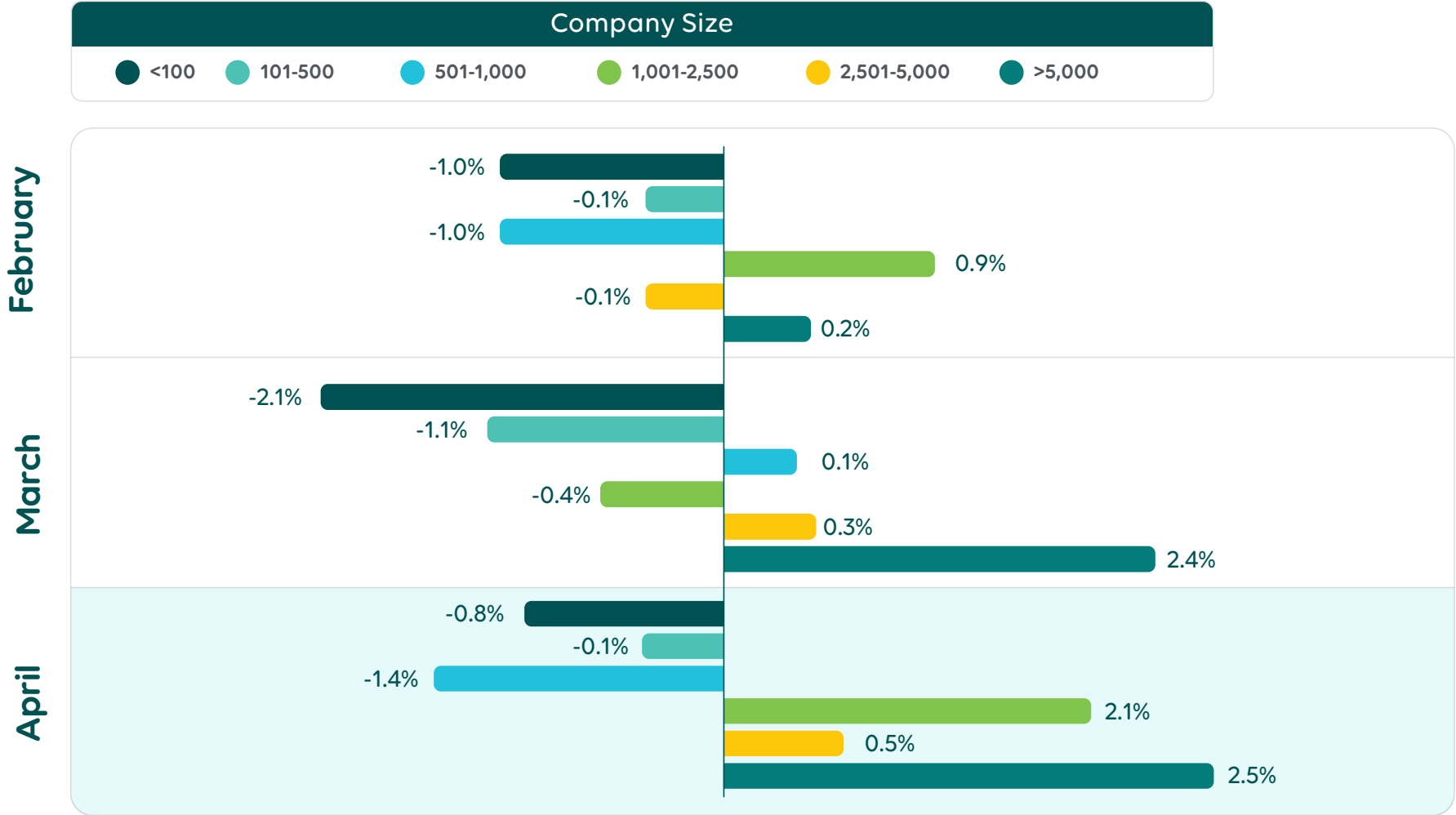
Examining the Workforce Recovery Index scale across industries, regions, or business size can provide a more detailed look at the often unequal distribution of economic momentum. The index is the level of workforce activity relative to the same month one year ago and provides a directional indicator for anticipated changes in the labor participation rate.

# Shift recovery: Company size

April displayed mostly strength, few signs of weakness

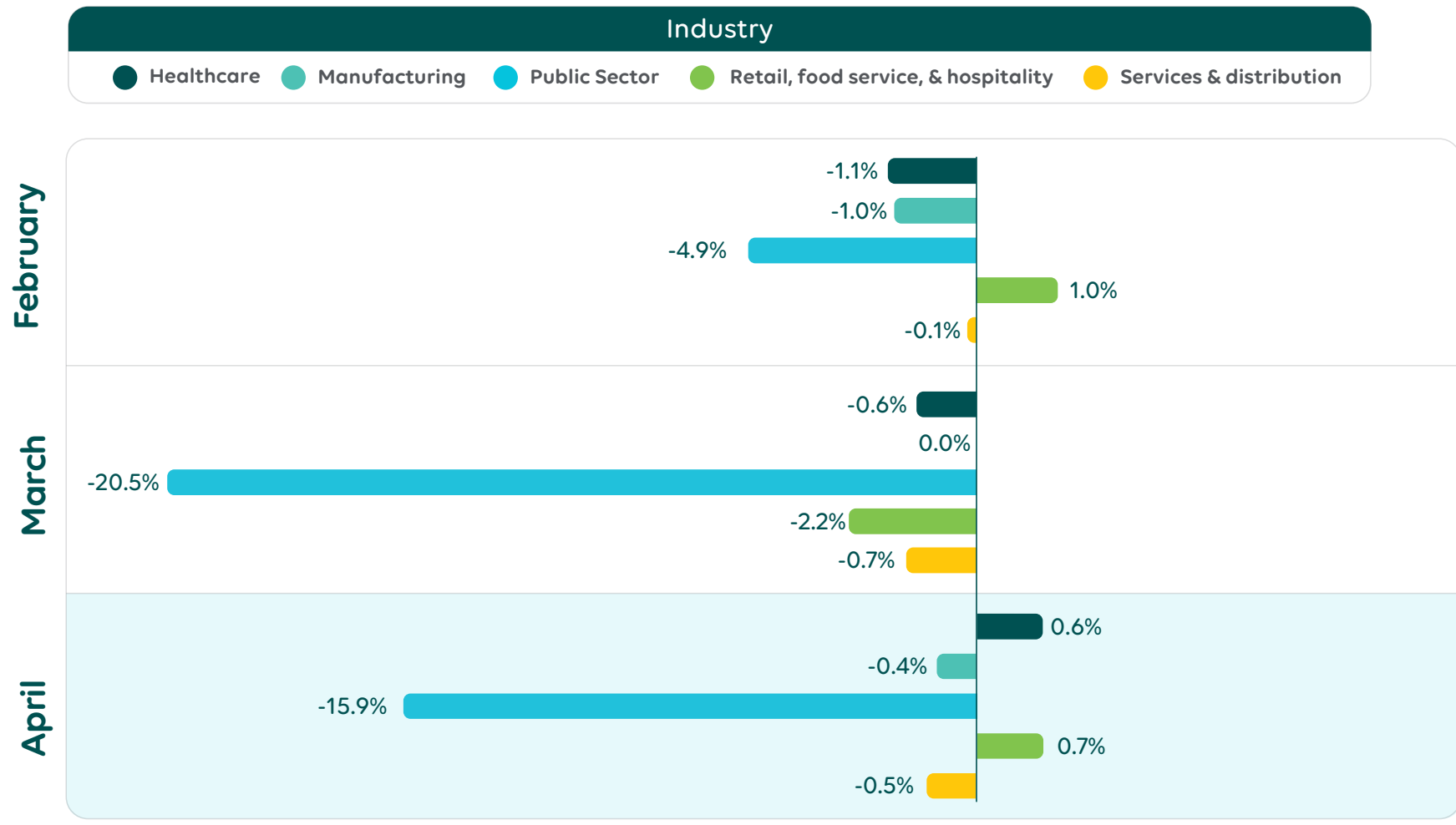


This data reflects month-over-month shift growth by company size as measured by time punches.



## Shift recovery: Industry

 Retail, healthcare drive strength

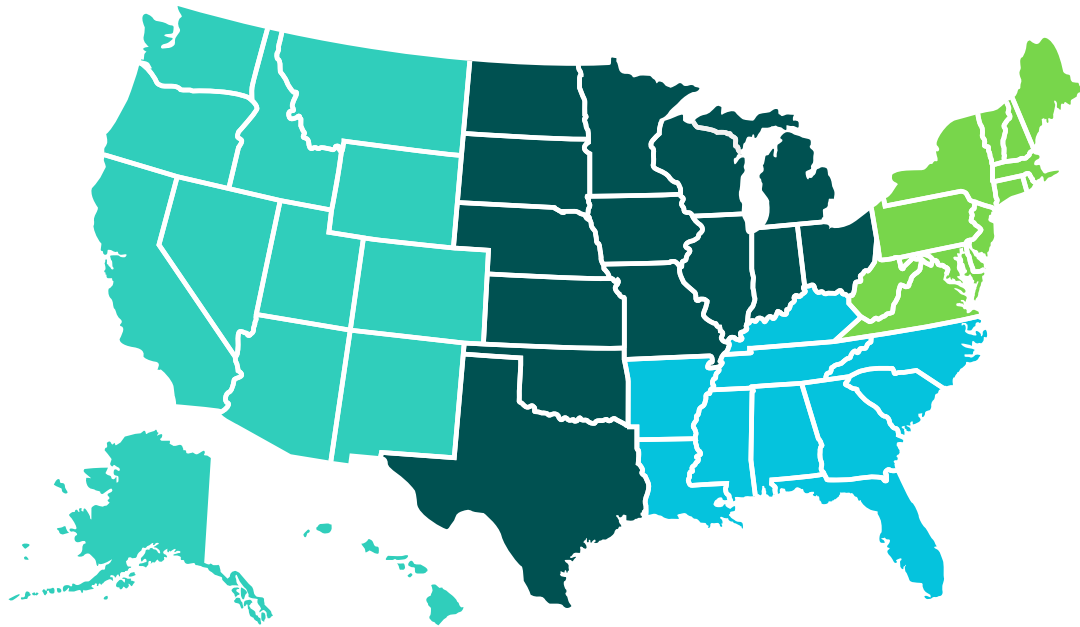


This data reflects month-over-month shift growth by industry as measured by time punches.



## Shift recovery: U.S. landscape

While the COVID-19 pandemic created regional inconsistencies in workforce activity from 2020-2022, large variations in regional changes today can often be attributed to localized events such as extreme weather emergencies.



### ● Northeast

**February:** -1.0%  
**March:** 0.4%  
**April:** -0.2%

### ● Southeast

**February:** 0.1%  
**March:** -1.5%  
**April:** 0.8%

### ● Midwest

**February:** -0.5%  
**March:** -1.9%  
**April:** -0.1%

### ● West

**February:** -0.3%  
**March:** 0.1%  
**April:** 0.1%

## Upcoming Reports



**May 5:** BLS Employment Situation



**May 10:** Consumer Price Index & Real Earnings



**May 31:** BLS Job Openings and Labor Turnover Survey



Register to attend our monthly labor market briefing at 10:00 a.m. ET each month on the Tuesday prior to the BLS employment report publication by visiting [UKG.com/WorkforceActivityReport](https://UKG.com/WorkforceActivityReport).



# Methodology

The Workforce Activity Report by UKG is an index that measures week-by-week metrics including employee shifts worked and pay statements from 4.2 million employees across more than 35,000 U.S. businesses.

“Shifts worked” is a total derived from aggregated employee time and attendance data and reflects the number of times that employees — especially those who are paid hourly or must be

physically present at a workplace to perform their jobs — “clock in” and “clock out” via a time clock, mobile app, computer, or other device at the beginning and end of each shift.

\*March 2023 index revised from 93.9 to 95.1

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For the latest data reports and to register to attend UKG labor market briefings, visit: [UKG.com/WorkforceActivityReport](https://www.ukg.com/WorkforceActivityReport)

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